

City of Carlsbad Employee Benefits

Police – Sworn and Non Sworn



Group Health Insurance

Employees may choose from several medical plans available through the California Public Employees Retirement System (CalPERS). Both employee and the City share premium costs. Dental and Vision coverage is available through the CPOA. Excess benefits credits can be used to purchase vision insurance and/or to contribute to a health care or dependent care flexible spending account (FSA).

Flexible Spending Accounts (FSA)

A flexible spending account allows you set aside pre-tax dollars to reimburse yourself for eligible health care and/or dependent care expenses.

Retirement

The City participates in the CalPERS program.

Sworn CPOA represented employees will contribute the full 9% of their earnings on a pre-tax basis.

1. 2% @ 50 formula (equates to 2.7% at 55)
2. 3-year Final Average Earnings (FAE) for final compensation calculation

Non-sworn CPOA represented employees will contribute the full 7% of their earnings on a pre-tax basis.

1. 2% @ 60 formula
2. 3-year Final Average Earnings (FAE) for final compensation calculation

Life Insurance

The City provides each employee with life insurance equivalent to one times annual base salary. Employees may purchase additional life insurance equivalent to one times the base amount.

Accidental Death and Dismemberment

This is a voluntary employee paid benefit available to any employee who chooses to participate.

Long Term Disability

The City provides long term disability, which may provide up to 60% of basic monthly earnings while disabled.

Uniform Allowance

Reimbursement is approximately \$700.00 a year. Reimbursement is prorated and paid out in a biweekly basis in the amount of \$26.92 per pay period over 26 periods.

Bilingual Pay

The City will provide additional compensation to an eligible employee in the amount of \$40.00 per pay period for the performance of Spanish/English bilingual skills.

Education Incentive

The City will pay \$90.00 biweekly for those employees who possess an Intermediate POST Certificate or equivalent experience and education and \$156.00 for those who possess an Advanced POST Certificate or equivalent experience and education.

Holidays

The City observes 12 scheduled holidays plus one floating holiday per year.

Vacation

Vacation hours earned is based on years of continuous service. All employees are entitled to accrue vacation hours up to a maximum of 320 hours.